



United States of America
National Labor Relations Board
NOTICE OF ELECTION



INSTRUCTIONS TO EMPLOYEES VOTING BY U.S. MAIL

PURPOSE OF ELECTION: This election is to determine the representative, if any, desired by the eligible employees for purposes of collective bargaining with their employer. (See VOTING UNIT in this Notice of Election for description of eligible employees.) A majority of the valid ballots cast will determine the results of the election. Only one valid representation election may be held in a 12-month period.

SECRET BALLOT: The election will be by secret ballot carried out through the U.S. mail under the supervision of the Regional Director of the National Labor Relations Board (NLRB). A sample of the official ballot is shown on the next page of this Notice. Voters will be allowed to vote without interference, restraint, or coercion. Employees eligible to vote will receive in the mail *Instructions to Employees Voting by United States Mail*, a ballot, a blue envelope, and a yellow self-addressed envelope needing no postage.

ELIGIBILITY RULES: Employees eligible to vote are those described under the VOTING UNIT on the next page and include employees who did not work during the designated payroll period because they were ill or on vacation or temporarily laid off. Employees who have quit or been discharged for cause since the designated payroll period and who have not been rehired or reinstated prior to the date of this election are not eligible to vote.

CHALLENGE OF VOTERS: An agent of the Board or an authorized observer may question the eligibility of a voter. Such challenge must be made at the time the ballots are counted.

AUTHORIZED OBSERVERS: Each party may designate an equal number of observers, this number to be determined by the NLRB. These observers (a) act as checkers at the counting of ballots; (b) assist in identifying voters; (c) challenge voters and ballots; and (d) otherwise assist the NLRB.

METHOD AND DATE OF ELECTION

The election will be conducted by United States mail. The mail ballots will be mailed to employees employed in the appropriate collective-bargaining unit on June 16, 2020 from the National Labor Relations Board, Region 20, 901 Market Street, Suite 400, San Francisco, CA 94103-1738. Voters must return their mail ballots so that they will be received in the National Labor Relations Board, Region 20 office by close of business on July 7, 2020. Voters must sign the outside of the envelope in which the ballot is returned. Any ballot received in an envelope that is not signed will be automatically void.

Those employees who believe that they are eligible to vote and did not receive a ballot in the mail by June 23, 2020, should communicate immediately with the National Labor Relations Board by either calling the Region 20 Office at (415)356-5130 or our national toll-free line at 1-844- 762-NLRB (1-844- 762-6572).

The mail ballot count will be conducted by Zoom video conference at 10:00 a.m. on July 13, 2020 and a tally of ballots prepared and immediately made available to the parties by e-mail.



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VOTING GROUP- A (PROFESSIONAL)

EMPLOYEES ELIGIBLE TO VOTE IN VOTING GROUP- A:

All full-time, regular part-time and per diem Nurse Practitioners, Registered Nurses, Substance Abuse Counselors, Physician's Assistants, Licensed Clinical Social Workers, Marriage Family Therapists, Licensed Counselors, Licensed Marriage Family Therapists, and Discharge Planners employed by the Employer at its facilities located at 2777 Ventura Ave, Santa Rosa, California and 2254 Ordinance Rd, Santa Rosa, California; during the payroll period ending immediately prior to the issuance of the Decision and Direction of Election dated June 3, 2020.

EMPLOYEES NOT ELIGIBLE TO VOTE IN VOTING GROUP- A:

All other employees, confidential employees, employees represented by other labor organizations, guards and supervisors as defined by the Act.





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Ballot for Voting Group - A

	<p>UNITED STATES OF AMERICA National Labor Relations Board 20-RC-257148 OFFICIAL SECRET BALLOT For certain employees of CALIFORNIA FORENSIC MEDICAL GROUP</p>	
<p>Do you desire to be included in the same unit as the non-professionals in Voting Group B for the purposes of collective bargaining?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <p><input type="checkbox"/></p>		<p>NO</p> <p><input type="checkbox"/></p>
<p>Do you desire to be represented for purposes of collective bargaining by NATIONAL UNION OF HEALTHCARE WORKERS (NUHW)?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <p><input type="checkbox"/></p>		<p>NO</p> <p><input type="checkbox"/></p>
<p>Do not sign or write your name or include other markings that would reveal your identity. Mark an "X" in the square of your choice only. If you make markings inside, or anywhere around, more than one square, please contact the Region 20 office by the close of business on <u>June 23, 2020</u> in order to arrange for a new ballot kit to be sent to you. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.</p>		



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If a majority of the professional employees voting in **VOTING GROUP A** vote "Yes" to the first question on the ballot, indicating their desire to be included in a unit with non-professional employees in **VOTING GROUP B**, they will be so included, and their votes on the second question on the ballot regarding whether or not they wish to be represented for purposes of collective bargaining by **NATIONAL UNION OF HEALTHCARE WORKERS (NUHW)** will be counted together with the votes of the non-professional employees in **VOTING GROUP B** to decide the question concerning representation for the overall unit consisting of the employees in **VOTING GROUP A and VOTING GROUP B**. If, on the other hand, a majority of the professional employees voting in **VOTING GROUP A** do not vote "Yes" to the first question on the ballot, their ballots will be counted separately to decide the question concerning representation in a separate bargaining unit.

VOTING GROUP- B (NON-PROFESSIONAL)

EMPLOYEES ELIGIBLE TO VOTE IN VOTING GROUP- B:

All full-time, regular part-time and per diem Licensed Vocational Nurses, Certified Nursing Assistants, Administrative Assistant Clerks, Unit Secretaries, Medical Records Clerks, Clerks, Dental Assistants, and Licensed Psychiatric Technicians employed by the Employer at its facilities located at 2777 Ventura Ave, Santa Rosa, California and 2254 Ordinance Rd, Santa Rosa, California; during the payroll period ending immediately prior to the issuance of the Decision and Direction of Election dated June 3, 2020.

EMPLOYEES NOT ELIGIBLE TO VOTE IN VOTING GROUP- B:

All other employees, confidential employees, employees represented by other labor organizations, guards and supervisors as defined by the Act.





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Ballot for Voting Group - B

	<p>UNITED STATES OF AMERICA National Labor Relations Board 20-RC-257148</p> <p>OFFICIAL SECRET BALLOT</p> <p>For certain employees of CALIFORNIA FORENSIC MEDICAL GROUP</p>	
<p>Do you desire to be represented for purposes of collective bargaining by NATIONAL UNION OF HEALTHCARE WORKERS (NUHW)?</p>		
<p>MARK AN "X" IN THE SQUARE OF YOUR CHOICE</p>		
<p>YES</p> <div data-bbox="418 1228 555 1327"><input type="checkbox"/></div>		<p>NO</p> <div data-bbox="1063 1228 1200 1327"><input type="checkbox"/></div>
<p>Do not sign or write your name or include other markings that would reveal your identity. Mark an "X" in the square of your choice only. If you make markings inside, or anywhere around, more than one square, please contact the Region 20 office by the close of business on <u>June 23, 2020</u> in order to arrange for a new ballot kit to be sent to you. If you submit a ballot with markings inside, or anywhere around, more than one square, your ballot will not be counted.</p>		



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RIGHTS OF EMPLOYEES - FEDERAL LAW GIVES YOU THE RIGHT TO:

- Form, join, or assist a union
- Choose representatives to bargain with your employer on your behalf
- Act together with other employees for your benefit and protection
- Choose not to engage in any of these protected activities
- In a State where such agreements are permitted, the Union and Employer may enter into a lawful union-security agreement requiring employees to pay periodic dues and initiation fees. Nonmembers who inform the Union that they object to the use of their payments for nonrepresentational purposes may be required to pay only their share of the Union's costs of representational activities (such as collective bargaining, contract administration, and grievance adjustment).

It is the responsibility of the National Labor Relations Board to protect employees in the exercise of these rights.

The Board wants all eligible voters to be fully informed about their rights under Federal law and wants both Employers and Unions to know what is expected of them when it holds an election.

If agents of either Unions or Employers interfere with your right to a free, fair, and honest election the election can be set aside by the Board. When appropriate, the Board provides other remedies, such as reinstatement for employees fired for exercising their rights, including backpay from the party responsible for their discharge.

The following are examples of conduct that interfere with the rights of employees and may result in setting aside of the election:

- Threatening loss of jobs or benefits by an Employer or a Union
- Promising or granting promotions, pay raises, or other benefits, to influence an employee's vote by a party capable of carrying out such promises
- An Employer firing employees to discourage or encourage union activity or a Union causing them to be fired to encourage union activity
- Making campaign speeches to assembled groups of employees on company time where attendance is mandatory, within the 24-hour period before the mail ballots are dispatched
- Incitement by either an Employer or a Union of racial or religious prejudice by inflammatory appeals
- Threatening physical force or violence to employees by a Union or an Employer to influence their votes

The National Labor Relations Board protects your right to a free choice.

Improper conduct will not be permitted. All parties are expected to cooperate fully with this Agency in maintaining basic principles of a fair election as required by law.

Anyone with a question about the election may contact the NLRB Office at (415)356-5130 or visit the NLRB website www.nlrb.gov for assistance.